

CHIEF SECRETARIAT

(HOME DEPARTMENT).

Dated 19th April 1949.

No. P. 16437—Mily. 13-48-14. His Highness the Maharaja is pleased to order the promotion of Jemadar Syed Ameeruddin of the General Transport Company, Mysore State Troops, as Subedar.

10769

K. SRINIVASAN, *Chief Secy.*

GENERAL SECRETARIAT

No. S. R. 5261—L. W. 27-48-28, dated Bangalore, the 18th April 1949.

Under Section 12 (4) of the Mysore Labour Act, XIII of 1942, the Government of His Highness the Maharaja of Mysore are pleased to publish for general information the accompanying report of the Chief Conciliator in Mysore, Bangalore, in respect of the failure of Conciliation Proceedings in the dispute between the Mysore District Automobile Workers' Association, Mysore, and the Mysore District Automobile Association in regard to a notice of change given by the former Association to the latter on 24th April 1948.

MIR SAFFAR HUSSAIN,

*Secretary to Government,
General Department.*

OFFICE OF THE CHIEF CONCILIATOR IN
MYSORE.

Bangalore, Dated the 5th April 1949.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department, Bangalore.

Sir,

On 24th April 1948 the Mysore District Automobile Workers' Association, Mysore, gave a notice of change to all the Proprietors of Lorry and Bus Services in the Mysore District. The notice which purports to be under Section 10 (2) of the Mysore Labour Act is addressed to 50 Proprietors by name and contains the following demands:—

1. No employee should be asked to work for more than 8 hours a day. If this limit is exceeded double the usual wages should be paid.
2. An employee working continuously for three months should be deemed permanent.
3. No employee should be removed from service. All complaints against him must be referred to the Association.
4. Every employee must be entitled to a day's leave with pay for every week's work.
5. Every employee should be entitled to four days' casual leave and 14 days' privilege leave for every three months of work.
6. The Proprietors should insure the lives of Drivers, Conductors, and Cleaners.
7. Each employee should be supplied every year four sets of uniform and a rain coat.
8. There must be a Provident Fund Scheme for the benefit of the employees to which the Proprietor and the employees contribute equally at the rate of one anna per rupee.
9. There must be proper boarding and lodging arrangements for drivers, conductors, and cleaners on the line.
10. Once a year each employee should be paid three months' wages as bonus and one month's wages as 'Independence Day' bonus.
11. A free canteen should be opened in every workshop for the benefit of the workers working therein.
12. The Proprietors must bear all the expenses incurred by the employees during the period they are on the line.

Title of Filmstrip	Reels	Language of Title
72. Butterflies	1	English
73. Frogs, toads and salamanders	1	"
74. Typical trees of many land	1	"
75. Some nesting birds	1	"
76. How animals get air	1	"
77. Mammals the furry or hairy animals	1	"
78. Kangaroo Junior teps out	1	"
79. Climbers of the Sierra Nevada Mountains	1	"
80. Rivers of Ice	1	"
81. Industrial Art Courses Parts I and II	1	"
82. Careers in Occupational Therapy and Laboratory technique	1	"
83. Optometry	1	"
84. A Tower of strength	1	"
85. The Chance of a life-time	1	"
86. Dollars and Sense	1	"
87. Rice and important American Industry	1	"
88. Coal Mining	1	"
89. Paper in the making	1	"
90. The story of sponges	1	"
91. Trip through a modern leather plant	1	"
92. Einar of Iceland	1	"
93. Ingrid of Norway	1	"
94. Hilda of Denmark	1	"
95. Helvi of Finland	1	"
96. Creta of Sweden	1	"
97. Continental Ice Sheet	1	"
98. Ground Water	1	"
99. Icebergs and Glaciers	1	"
100. Active Glaciers	1	"
101. Movement of the Earth's Crust	1	"
102. Earthquakes and how they are recorded	1	"
103. Latitude and Longitude	1	"
104. Weathering and wind deposits	1	"
105. The beneficent Sun	1	"
106. Elements of the Weather and Atmospheric Circulation	1	"
107. Astronomy, Moon, Planets, etc.	1	"
108. Osteopathy	1	"
109. Television	1	"
110. Meeting individual physical fitness needs	1	"
111. Northern China—Part I	1	"
112. Northern China—Part II	1	"
113. Southern and Western China	1	"
114. India—Temples and Architecture	1	"
115. Japan—Rice Culture	1	"
116. Japan—Cities and Merchandising	1	"
117. Japan—Products of Sea-Farm	1	"
118. Japan—Home	1	"
119. Africa—Wild Life in	1	"
120. Hunting with the Polar Eskimos	1	"
121. Eskimo life at Bering St. Alaska	1	"
122. Labrador	1	"
123. Iceland	1	"
124. Los Angeles	1	"
125. New Orleans	1	"
126. San Francisco	1	"
127. The Tyrolese Alps	1	"
128. In the Cotton Fields	1	"
129. Pictures of Greece	1	"
130. Mississippi Valley and the Old South	1	"
131. Transportation and deposition	1	"
132. Mediterranean Cruise	1	"
133. Scenes in Cairo	1	"
134. A capital World tour with Postage stamps	1	"
135. The land of 1000 lakes—Suomi—(Finland)	1	"
136. Germany; the North	1	"
137. The Panama Canal	1	"
138. Gibraltar	1	"
139. The Nile	1	"
140. Normandy	1	"
141. Australia, The People	1	"
142. France, Western Section	1	"
143. Niagara	1	"
144. The Port of London	1	"
145. Vienna and the Danube	1	"
146. A day in London	1	"
147. Peoples of the great plain	1	"
148. The River Thames	1	"
149. Mediterranean lands	1	"
150. Travelling by Tube	1	"
151. Constantinople (Istanbul)	1	"
152. Great Inventors and their works	1	"
153. Story of water	1	"
154. Children of many lands	1	"
155. Eyes to see with	1	"
156. The Mosquito danger	1	"
157. Genocide, the Greater Crime	1	"
158. Aims of the United Nations Charter	1	"
159. To serve all Man-kind	1	"

13. Every employee should be allowed to do the kind of work he is doing now. He should not be asked to do some other kind of work.
14. No workshop employee should be asked to go on line for more than eight days in a month.
15. The employees should be given pay according to the following scale :—

	Rs.	Rs.	Rs.
Drivers ..	90 0 0	6 0 0	150 0 0
Conductors ..	50 0 0	4 0 0	90 0 0
Cleaners ..	30 0 0	3 0 0	60 0 0
Mechanic ..	150 0 0	10 0 0	200 0 0
Checking clerk and Fitters.	60 0 0	5 0 0	100 0 0
Clerk ..	50 0 0	4 0 0	90 0 0

In addition, Drivers and Conductors going on the line should receive each an allowance of Rs. 2 per day.

16. In case of sickness, leave on half pay should be given.
17. Every employee on a gas plant bus or lorry should get an additional pay of Rs. 15 per mensem.
18. Pay should be disbursed within the 5th of the following month.
19. The Proprietors resident in the Mysore State should employ only Mysoreans, as Drivers, Conductors, etc.
20. The Proprietors themselves should deduct from an employee's pay, his share to the Provident Fund, remit the same to the Bank and forward the challan to the Association.
21. Every employee should be given Dearness Allowance on the same scale as the Government employees.
22. Standing Orders must be immediately framed and settled.

The Assistant Commissioner of Labour, Mysore Division, found it extremely difficult to carry on negotiations between the parties. The demands were of a sweeping character requiring much time to work out the details and ascertain their exact financial implications. The fact that there were 50 Proprietors to deal with rendered the task more difficult. Some of them were owners of well organised concerns, while some others had only a single bus or lorry. He addressed separate letters to them and the replies received showed that they were men of unequal financial resources. Moreover, the talk of early Nationalisation of Transport Services had struck a blow at the prospect of their being continued to work the lines. When Assistant Commissioner sent round a notice asking them to meet him in his Office, only a few proprietors sent their representatives. The representatives who actually assembled dwelt on the uncertainty of the existing tenure and stressed the early prospect of Nationalisation of the Transport Services. They also referred to the several handicaps under which the owners were labouring in maintaining regular service and pointed out that the petrol which was being issued hardly sufficed for ten days in a month. For all the sympathy they felt for the workers it was impossible in the circumstances to concede their demands. For these reasons the Assistant Commissioner was unable to bring about a settlement and reported failure to the Commissioner of Labour in Mysore. Thereupon the latter referred the case to me for initiating Conciliation Proceedings under Section 10 (3) of the Labour Act.

After several attempts, I succeeded to-day in convening a meeting of the representatives of the Automobile Workers' Association and the representatives of the Mysore District Automobile Association. The latter is an Association of about 55 bus and lorry proprietors who have their headquarters at Mysore, or in the Taluk Headquarter towns. It was not possible to find out whether the Association represented all the concerns whose employees were members of the Workers' Association. Sri G. R. Joshier, the President and some members of the Association were present. The Workers' Association was represented by its President Sri K. Doulat Rao, Secretary Sri T. S. Subbanna and a member of the Executive Committee.

At the outset, it became clear that the owners had hesitated a good deal of thought and considered the demands of the Workers' Association at a number of meetings convened

by Sri Joshier. The latter indicated the extent to which the owners were agreeable to go towards meeting the demands put forward on behalf of their employees. The amenities and concessions which the owners were prepared to concede were as under :—

1. Pay :—

	Rs.
(1) Mechanic of Workshop ..	60—3—75
(2) Drivers—	
I Grade ..	60—3—75
II Grade ..	50—2—60
(3) Conductors ..	35—1—45

No revision of pay of Cleaners is contemplated. There is no separate class of employees called "Fitters." Each Workshop has a Mechanic and under his supervision the driver and cleaner of a vehicle execute the necessary repairs.

2. Leave :—

Every employee will be given one month's privilege leave on full pay and fifteen days' casual leave with pay in a year.

3. Every employee going on the line will be paid *bata* at the following rates :—

Rs. 1-4-0 if the vehicle leaves headquarters and returns to headquarters the same day.

Rs. 1-8-0 if the vehicle leaves in the afternoon and returns the next morning.

Rs. 3-0-0 if the vehicle leaves in the morning or afternoon and returns the next evening.

4. Insurance or Provident Fund Scheme :—

The owners will take out insurance policies at their own cost in respect of their employees as noted below :—

Drivers and Mechanics—Rs. 1,000 each.

Other Employees.—Rs. 500 each.

Or

if the employees so prefer, the owners are agreeable to institute a Provident Fund Scheme under which the employer and the employee will each contribute at the rate of one anna for every rupee of wages earned.

5. Every fresh employee will be on probation for six months at the end of which he will be eligible to contribute for the Provident Fund.

6. No employee is paid any Dearness Allowance now and the owners are not prepared to consider this demand.

7. The owners are not prepared to commit themselves in advance regarding the grant of an annual bonus to every worker.

8. As regards settlement of Standing Orders, with the exception of the C. P. C. Service, no other service employs as many as 100 hands. The Association however is prepared to consider the draft of the Standing Orders which the Assistant Commissioner has drawn up and which he wants to be made applicable to all concerns.

Sri Joshier stated that in the event of the Government giving any more concessions and amenities to the workers employed in Government buses the Association was prepared to extend similar concessions to their employees as well.

The representatives of Workers' Association admitted that the owners had gone some length towards meeting their demands but contended that the advance was not enough. They insisted that their minimum demands were as under :—

1. The scales of pay suggested by the owners were quite inadequate. The workers were prepared to reduce somewhat the scales suggested in their notice of change.

2. Dearness Allowance must be paid.

3. Bonus for 1947-48 must be paid by all the concerns which had made profit in that year.

4. A time limit must be fixed for settling Standing Orders defining the conditions, hours of work, etc.

Neither party showed any disposition to make a further advance on or recede from the position which it had taken up and my appeal to the labour representatives to effect a compromise on the more essential demands and withdraw the rest went unheeded. Sri Joshier stated that in the uncertain conditions now prevailing it was not possible for the owners to go much farther. The result was a deadlock and failure of Conciliation Proceedings which I report under Section 12 (4) of the Act.

Yours faithfully,

K. SUBBA RAO,

Chief Conciliator in Mysore.

No. S.R. 5285—L.W. 27-48-30, dated Bangalore,
19th April 1949.

Under Section 12 (4) of the Mysore Labour Act, XIII of 1942, the Government of His Highness the Maharaja of Mysore are pleased to publish for general information the accompanying report of the Chief Conciliator in Mysore, Bangalore, in respect of the failure of Conciliation Proceedings in the dispute between the Tannery Workers' Association and the Tannery Owners' Association, Bangalore, in regard to a notice of change given by the former to the latter on 3rd February 1949.

MIR SAJDAR HUSSAIN,
Secretary to Government,
General Department.

No. C. C. 20-48-49, dated Bangalore, the 4th April 1949.

From

The Chief Conciliator in Mysore,
Bangalore.

To

The Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department, Bangalore.

SIR,

On 3rd February 1949, the Secretary of the Tannery Workers' Association gave a notice of change under Section 10(2) of the Mysore Labour Act, to the Secretary of the Tannery Owners' Association, Bangalore. The notice contains ten demands as reproduced below:—

1. **Wages:**—The Tannery workers are paid miserably low wages ranging from As. 8 by which it has become impossible for them to make both ends meet, what with the ever increasing cost of living. We demand that the wages be given to the employees as follows:—
 - (a) Skilled workers,—Rs. 1-4-0 per unit.
 - (b) Semi-skilled workers.—Rs. 1-2-0 per unit.
 - (c) All monthly paid employees irrespective of sex to be paid either Rs. 30 per month or Re. 1 per day.
 - (d) Maistries to be paid a minimum salary of Rs. 60 per month.
 - (e) For the extra work done in Chunam pits all employees to be given As. 4 per Chunam pit work.
 - (f) All employees to be given Rs. 2 for one pit of cleaning the hair of the leather.
2. **Work load:**—To-day the conditions are such in the Tanneries that each owner given work as per his own whims and fancies. The quantum of work is neither fixed nor uniform, which has put the workers into many hardships, increasing their burden of work. Particularly is this the case with "Thotti" work. Hence we demand that one unit of "Thotti" work must constitute only three Thottis.
3. **Dearness Allowance:**—The increasing cost of living has not been compensated by the dearness allowance which is paid to the workers. It does not in any way correspond to the cost of living index. We demand that all employees irrespective of position, sex or age, be paid dearness allowance at the rate of As. 4 per point rise in the cost of living index above 100.
4. The practice of the Tannery owners has been till now to stop giving work to the workers, dismiss, discharge or suspend and to declare lock-outs for long periods according to their whims and fancies. This has affected the workers very adversely. Hence we demand the following:—
 - (a) Wages must be paid by the owners to the employees who are not given work, or in the case of stoppage of work, or in case of lock-outs by them on the following basis.

Monthly paid employees should be given the average wage for a day and dearness allowance, other employees should be given wages for one unit of work and dearness allowance.

- (b) Proper reasons for dismissal, discharge or suspension of an employee should be given to him and the Association before dismissing, discharging or suspending. Also one month's pay or one month's notice should be given in such cases.

5. **Re: Debts.**—All debts that the employees owe to the owners up to the present day should be written off.

6. **Leave Facilities:**—Leave facilities are very meagre in the Tanneries. This has completely shattered the health of many workers. Hence we demand that all employees be given leave on the following basis.

- (a) Fifteen days' sick leave with pay per year.
- (b) Twenty-one days' privilege leave with pay per year.
- (c) Holiday with pay and Dearness Allowance for one day per week.

7. **Housing Facilities:**—The houses of the Tannery workers are all ramshackled and are unfit for human habitation. They require immediate attention. We demand (a) that all houses be repaired immediately, and (b) that a minimum of one electric light at least be provided in each line.

8. **Provident Fund and Service Gratuity:**—There is neither provident fund scheme nor service gratuity for the benefit of the workers. The owners have not introduced these schemes though they have promised to do so several times. We demand that the Provident fund scheme should be introduced immediately and also give service gratuity to all employees on the basis of one month's pay for every year of service.

9. There are many women employees and they are all put into many hardships during the period of pregnancy. The Maternity Benefits Act remains only on paper and not brought into force. We demand that all women employees be given six weeks leave before delivery and six weeks after delivery with full pay and dearness allowance.

10. There is nothing like permanency of service in the Tanneries. We demand that all employees who have put in three months' of service be made permanent.

The Assistant Commissioner of Labour, Bangalore Division, took up negotiations with the parties concerned but was unable to bring about a settlement. Thereupon the Commissioner of Labour in Mysore referred the dispute to this Office for initiating conciliation proceedings under Section 10(3) of the Act.

Accordingly notices were issued to the Secretaries of the two Associations to appear before me to-day. It is reported that all the Office bearers of the Tannery Workers' Association are now under detention being suspected Communists. Four Committee Members of the Association appeared before me, and they are, Sri Perumal of Airy Shop, Sri Subrahmanyam, Sri Munisami of Sait Shop and Sri Sampangi of Uttar Shop. The Tannery Owners' Association was represented by its Secretary Janab Abdul Salam Sahel, Joint Secretary Janab Fazlu Rahman, Assistant Secretary Sri Kantharaj and two members of the Executive Committee.

In the course of the discussion, the following details were gathered regarding the present condition of the Tannery Industry in Bangalore.

The partition of India has given a severe blow to the tanning industry in the South. The Tanneries in this region were obtaining their best raw hides and skins from what is now Pakistan. Subsequent to partition the foreign importers who were formerly purchasing semi-processed skins and hides in the Madras Market are now directly importing raw hides and skins from Pakistan. Out of the total production of hides and skins in India the internal consumption does not exceed 10 per cent. All the best varieties are exported to foreign countries. The cost of semi-processed hides and skins has risen abnormally owing to transport difficulties, high cost

and unavailability of raw materials, particularly wattle bark, and high cost of labour and labour unrest. The result is a severe slump in the hide and skin market in the South. The introduction of the Cow Slaughter Act in Mysore has further accentuated the difficulties of the Tanneries. The position is so serious that out of the forty Tanneries which are members of the Association fifteen have completely closed down and the remaining are working with depleted staff. None of these Tanneries made any profit during 1947-48. In the current year every Tannery has sustained a heavy loss.

For the foregoing reasons the representatives of the Tannery Owners' Association stated that they were not in a position to concede any of the demands put forward by the Workers' Association.

The present position as regards the several demands is stated to be somewhat as under.

A skilled worker is paid 9 annas per unit and an unskilled worker 8 annas per unit. The monthly rated employees get pay ranging from Rs. 8 to Rs. 30 per mensem. The salary of maistries varies from Rs. 20 to Rs. 45. For extra work done in Chunam pits every labourer gets 2 annas per pit. For clearing hair of the leather each worker receives Re. 1 per pit. In the "Thotti" work six Thotties or tubs constitute a Unit. All employees are paid Dearness Allowance at a uniform rate of Rs. 16 per mensem.

No Tannery has any Standing Order settled under Section 9 (1) since not one of them employs as many as one hundred hands. No employee is granted leave with pay. All the employees are housed at the cost of the Tanneries and the necessary repairs to buildings are being periodically executed, within the limits of the resources of the owners. There is no Provident Fund Scheme nor is any worker entitled to service gratuity. But every Tannery is paying a workers' bonus equal to one month's average wages provided their attendance is not less than 240 days in a year.

The representatives of the Workers' Association contended that the owners of the Tanneries had done nothing to alluviate the sufferings of their employees. Prices had abnormally risen and most of the workers had been forced to purchase their essential food-stuffs in the black market at prohibitive rates. The attitude of the proprietors had been uniformly unsympathetic and unresponsive even to the reasonable demands of the workers who were undergoing great hardships.

I found it impossible to persuade the representatives of the Tannery Owners to concede even partially some of the demands of labour. The representatives of the latter were

stoutly opposed to an unconditional withdrawal of the notice of change. The result was a failure of Conciliation Proceedings which I report to Government under Section 12(4) of the Act.

Yours faithfully,

K. SUBBA RAO,

Chief Conciliator in Mysore.

Dated 16th April 1949.

No. T. 5092—R.T. 86-48-9. In exercise of the powers conferred by Section 45 of the Mysore Motor Vehicles and Road Traffic Act, 1944, (No. XXVII of 1944), the Government of His Highness the Maharaja are pleased to nominate Sri Vasappa Gogi, member, District Board, Shimoga, and Janab Khaji Abdul Sattar Sab, Merchant, Shimoga, to serve as members of the District Traffic Advisory Committee, Shimoga District, in place of (1) Sri A. R. Badrinarayan, President, District Board, Shimoga, who cannot continue as a member under Section 45 of the Act and (2) Janab Abdul Aleem, since deceased.

10701

MIR SAFDAR HUSSAIN, *Gl. Secy.*

LAW SECRETARIAT

Dated 16th April 1949.

No. 8434—Cts. 5-48-66. Under Sections 37 and 39 of the Code of Criminal Procedure, 1904, the First Class Magistrate, Civil Station, Bangalore, is, by virtue of his office, invested with the power to hear appeals from convictions by Magistrates of the Second and Third Classes (Section 407).

10747

B. S. PUTTASWAMY, *Law Secy.*

PUBLIC WORKS SECRETARIAT

Official Memorandum dated 19th April 1949.

No. P.W. 8494-98—Irn. 202-48-2. Please substitute the words "S. No. 148-4" for "S. No. 143-4" occurring in Notification No. P. W. 5222-4—Irn. 3-45-182, dated 10th November 1947, for the acquisition of lands required for restoration of Doddakallaballi Byatarayanakere, Bowringpet Taluk.

10409

H. V. VISVESWARAYYA, *P. W. Secy.*